

Headquarters U.S. Air Force

Integrity - Service - Excellence

USAF Engineer and Scientist Exchange Program (ESEP)



**Deputy Under Secretary of the Air Force
International Affairs
Armaments Cooperation Division**

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What is the ESEP?

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- An International Armaments Cooperation (IAC) program promoting cooperation in military Research, Development, Test and Evaluation (RDT&E) through the exchange of defense scientists and engineers (S&E).
- Provides on-site working assignments for U.S. military/civilian S&E personnel in allied & friendly government's organizations, as well as reciprocal assignments of foreign S&E personnel in US organizations.
- The Deputy Under Secretary of the Air Force, International Affairs, Armaments Cooperation Division (SAF/IAPC) is the managing agent for all USAF ESEP cooperation.
 - OSD(A&S) administers the ESEP and delegated managing authority to the international organizations of the Air Force, Army, and Navy.
- Implemented through formal, bilateral international agreements (MOUs) concluded pursuant to DoDD 5530.3. Currently, there are 16 active ESEP MOUs.
- USAF placements in partner nation facilities are for two years.
- Partner nation placements to USAF facilities are usually for one year.



Objectives of ESEP

- Improve insight into foreign military RDT&E techniques/acquisition processes.
- Facilitate the exchange of ideas/new techniques within the RDT&E community.
- Enable the USAF to incorporate best practices developed offshore.
- Cultivate well-rounded RDT&E professionals.
- Identify and cultivate new areas of technical cooperation.

ESEP offers one of the few opportunities for members of the USAF S&E community to collaborate with foreign partners on cutting-edge technologies for a unique career experience with proven advantages to the USAF's continued effort to strengthen warfighter capabilities.



USAF Selection Criteria

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- Eligible Personnel:
 - Civilians (full-time/permanent) GS-12/13 (or equivalent in other pay systems); GS14/15 w/ waiver
 - USAF Civilian applicants MUST have a current Career Development Plan on file with their Career Field Team (CFT)
 - Active Duty military rank 1st Lt through Major
 - Must have 2 years Time on Station (ToS)
- Completed Master's or Doctorate Degree in Science/Engineering/Mathematics Field.
- Minimum of 3 years RDT&E experience
- Foreign Language proficiency/ability to learn new language
 - All candidates must show a score of 100 or more on the Defense Language Aptitude Battery (DLAB)
 - Candidates who speak a foreign language must also include their Defense Language Proficiency Test (DLPT) proficiency rating on their application.
- Command Commander/Director's agreement candidate's billet will remain on current organization's Unit Manning Document (UMD) for duration of ESEP assignment.
- Participant and accompanying dependents must be medically cleared to travel
- Demonstrated benefit to USAF Science and Technology (S&T) priorities.



Potential Countries of Placement

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ESEP currently has concluded 16 MOUs with the following countries:

- Australia
- Canada
- Chile
- Czech Republic
- France
- Germany
- Israel
- Italy
- Japan
- Republic of Korea
- The Netherlands
- Norway
- Poland
- Spain
- Singapore
- The United Kingdom

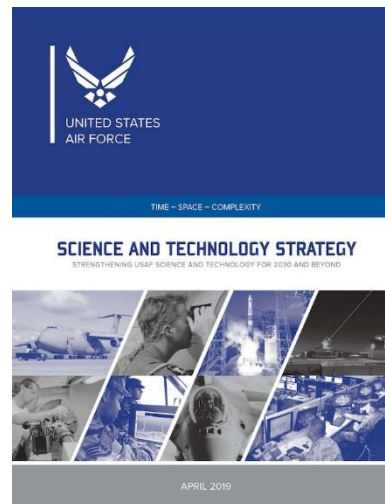
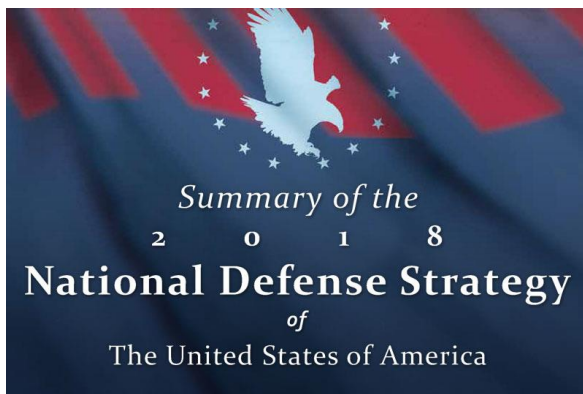
Finland, India, Sweden, Switzerland, and Taiwan ESEP MOU's are in development.



Candidate Placement Objectives

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- As the managing agent for all USAF ESEP cooperation, SAF/IAPC works closely with the Air Force Research Laboratory (AFRL) to match candidate's skillsets against science and technology priorities, ensuring each ESEP placement will help the USAF execute all facets of key DoD strategic initiatives.
- Key references for DoD strategic initiatives
 - [National Defense Strategy](#), 2018
 - [OSD Modernization Priorities](#)
 - [USAF 2030 Science and Technology Strategy](#), April 2019





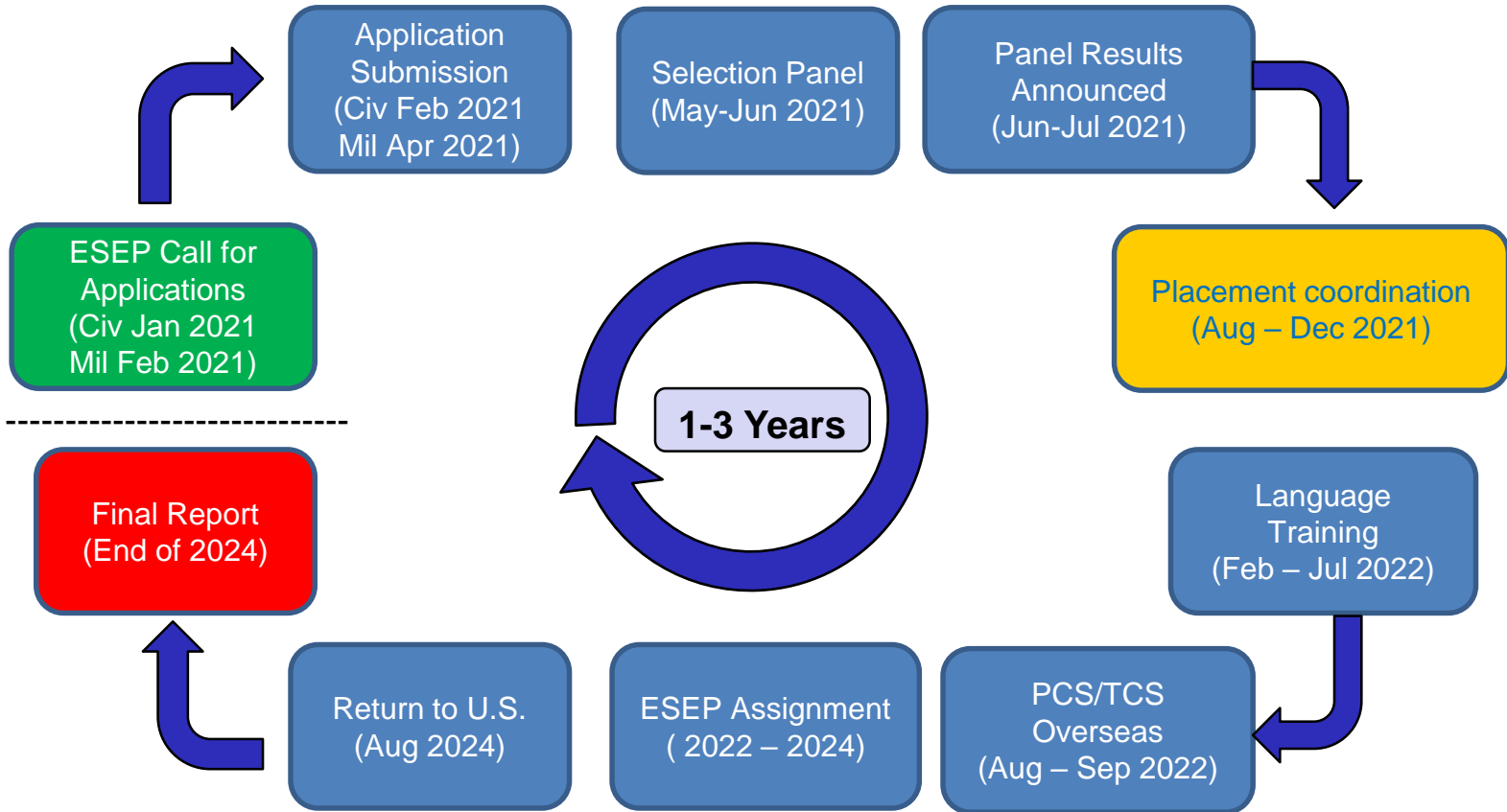
Placement FAQs

- ESEP MOUs do not define technical focus areas for US/Foreign Partner engagement
- Selected ESEP candidates are offered a country placement based on candidate preference, RDT&E capability/relationship with US, selectee's S&E background, and current pol-mil activity. All placement offers are weighed against USAF & DoD S&T strategic initiatives
- Upon acceptance of ESEP position, SAF/IAPC negotiates a position with the Foreign Partner on behalf of the selectee
 - Specific placement (organization/position) of the ESEP candidate is at the Partner Nation's discretion. Negotiations take into consideration the individual's skillset, work experience, and education as well as the US/Partner Nation's cooperative goals for placement.
 - ESEP candidates have a voice! The ESEP application allows for candidates to list their preferred countries in priority order, as well as offer suggestions of Partner Nation organization(s)/technical focus area(s) to SAF/IAPC. ESEP candidate's interests will be considered during position negotiations with the Partner Nation.
- Contact the ESEP management team with questions:
 - Technical Focus Areas/Countries of Placement: ESEP management team can connect you with AFRL International POCs (IPOCs)
 - Testimonials: ESEP management team can connect you with ESEP alumni for insight into their experience
 - Please be sure to review the [ESEP FAQ](#) for additional questions



ESEP Class of 2022 Timeline

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ESEP Authorities

- ***Title 10 U.S. Code 2350(a)*** – Authority to engage in cooperative R&D projects with NATO and allied/friendly foreign countries.
- ***Department of Defense Directive (DoDD) 5530.3*** – governs the development, negotiation, coordination, and implementation of acquisition-related (cooperative) international agreements (IAs).
- ***ESEP Memorandums of Understanding (MOUs)*** – Formal agreements between cooperating nations that delineate respective commitment/responsibilities of ESEP.
- ***Air Force Instruction (AFI) 16-110*** – USAF Participation in International Armaments Cooperation (IAC) Programs. Provides instruction to USAF for the implementation of ESEP.
- ***Air Force Manual (AFMAN) 16-114*** – Defines the processes/procedures for managing ESEP.
- ***Air Force Instruction (AFI) 16-201*** – Air Force Foreign Disclosure and Technology Transfer Program. Governs security/disclosure rules for foreign nationals working in US through ESEP.



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Questions?

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